Do You Wish To Recruit/Reach:

Recent College Graduates?

To Hire as New Employees

Current College Students?

To Develop as a Source of New Employees

Current High School Students?

To Inspire for Potential Careers

Current/Retired Military?

To Utilize Their Military Experience

Retired Fed Employees?

To Utilize Their Past Experience

Minorities/Underrepresented?

To Increase Diversity

AFRL/HEOR Points of Contact

DCIP, STEP, SCEP

Wright Scholar

AF ROTC

Minority/Underrepresented

National Conferences

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Consortium Research Fellow Program

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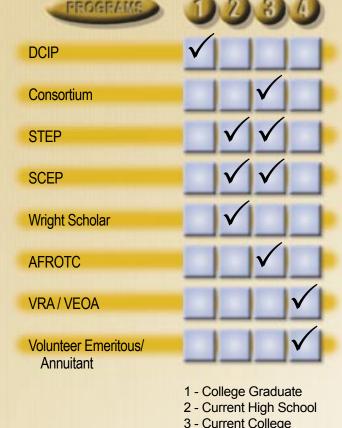
Minorities/Underrepresented

HBCU/MI

Initiatives

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AFRL/HEOR Can Help Managers Recruit/Reach The People Best Suited For Their Positions

PROGRAMS	1	2	3	4
DCIP	✓			
Consortium			✓	
STEP		✓	✓	
SCEP		✓	✓	
Wright Scholar		✓		
AFROTC			✓	
VRA / VEOA				✓
Volunteer Emeritous/ Annuitant				✓

1 - College Graduate
2 - Current High School
3 - Current College
4 - Retired

Recruiting and Outreach Programs

in the

Human Effectiveness Directorate

(AFRL/HE)

Air Force Research Laboratory | AFRL
Science and Technology for Tomorrow's Aerospace Force

Recent College Graduates

The Defense Career Intern Program (DCIP) allows managers to use targeted recruitment to quickly hire permanent employees.

AFRL/HEOR can collect applicant resumes from a variety of sources including:

- Announcements
- Career Fairs
- On-Campus Recruiting

Recruitment Requirements:

- Contact AFRL/HEOR two weeks prior to event or announcement with recruitment location, dates, position information, etc.

Program Limitations:

- Veterans preference must be applied.
- Position can only be at lower level specialist positions: GS-05/07/09 and DR-I.
- Applicant must meet OPM qualifications of specialized experience, superior academic achievement, and/or graduate education.

Minorities / Underrepresented

AFRL/HEOR attends **national professional conferences** to meet and recruit minority and underrepresented professionals in conjunction with AFRL directorate-wide recruiting. Managers are welcome to attend to meet conference attendees and recruit for vacancies.

These conferences include:

- Hispanic Engineer National Achievement Awards
- Society of Women Engineers
- Society of Hispanic Professional Engineers
- Black Engineer of the Year Awards
- National Society of Black Engineers

Current College Students

The Student Career Experience Program (SCEP) allows managers to develop current college students for possible future employment.

Students may be employed year-round, with differing work schedules based on academic schedule.

Students are eligible for full benefits including health benefits and life insurance.

Recruitment Requirements:

- Recruitment is handled through the Civilian Personnel Office.

The Student Temporary Employment Program (STEP) allows managers to use current college students for defined duties for a set period of time.

Students can be employed for the duration of the duties: from short-term summer help to year-round employment.

Students are eligible for a limited range of benefits including vacation days, sick leave, and paid holidays.

Recruitment Requirements:

- Recruitment is handled through the Civilian Personnel Office.

Minorities / Underrepresented

AFRL/HE is working with the nation's **Historically Black Colleges and Universities and Minority Institutions (HBCU/MI)** to increase the directorate's visibility among member institutions.

As a past host of the HBCU/MI conference, HBCU/MI professors, students, and staff are familiar with the directorate's research and facilities.

AFRL/HE also provides grants and research equipment to familiarize HBCU/MI institutions with the directorate's research efforts.

Current College Students

The Consortium Research Fellows Program allows managers to mentor promising undergraduate and graduate students through research.

Students can be appointed for one to three years, allowing up to 1,300 hours per year.

Students receive mentoring and daily guidance by government personnel – supervised by the Consortium Program Director.

Recruitment Requirements:

- Recruitment is handled through AFRL/HEOR.

Current High School Students

The Wright Scholar Research Assistant Program allows managers to identify students with an interest in mathematic or scientific careers.

These students are matched with volunteer mentors for 30-40 hours of work over a 10-12 week period.

Recruitment Requirements:

- Recruitment is handled through the Propulsion Directorate of AFRL. (https://www.pr.afrl.af.mil/jobs/scholar.htm)

Program Limitations:

- Students must have a GPA greater than 3.25 or be in the upper 20% of class and live within WPAFB Commuting Area.
- Recruitment is handled through the Civilian Personnel Office.

Current/Retired Military

The Air Force ROTC Summer Technical Recruiting Internship Program allows college students enrolled in AF ROTC programs the opportunity to experience research and mentorship from current federal managers.

Program participants may become eligible for AF ROTC scholarships to pay the final two years of college education.

Recruitment Requirements:

- Recruitment is handled through the AF ROTC.

Program Limitations:

- Competitive selection process

The Veterans Readjustment Authority (VRA) allows managers to recruit recently separated or retired members of the military for their vacancies for rapid placement.

If the veteran meets the specialized experience of the position, placement can occur without announcement.

Recruitment Requirements:

- Recruitment is handled through the Civilian Personnel Office.

Program Limitations:

- Specific veteran eligibility requirements to qualify.

Position can only be filled at lower level specialist positions: GS-11 or below and DR-I.

Retired Federal Employees

The Volunteer Emeritus Corp allows retired federal or separated employees the opportunity to return to the Labs for unpaid, short-term temporary projects.

The Retired Annuitants hiring authority allows retired federal employee to be rehired, with certain conditions and restrictions, for paid permanent or temporary employment.